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85-4006/1NATIONAL INTELLIGENCE STRATEGY: RECRUITMENT

**BACKGROUND:** The Intelligence Community of the future will only be as good as the people who staff it. It is imperative that the Intelligence Community continue to recruit the highly qualified people necessary to produce the best product. The continuation of international terrorism, societal changes exemplified by two-career families, and increased competition with the private sector for increasingly important technical skills requires special attention to the recruitment strategy for the future.

1. **OBJECTIVE:** Improve the Community's ability to identify, recruit and develop promising candidates as early as possible in their academic career and provide them financial support in return for a commitment to serve in the Intelligence Community.

**GOAL:** Establish a nation-wide ROTC-type program which would be administered by and tailored to the needs of each individual agency. The program, similar to existing ROTC programs for the military, would provide four or two year scholarship programs in return for specified duty with the sponsoring intelligence agency. Testing procedures would be initiated beginning with seniors in high school.

2. **OBJECTIVE:** Increase academic awareness of the problems of the intelligence community to encourage students to study national security affairs with a view towards careers in intelligence.

**GOAL:** Establish by 1990 government-sponsored chairs of intelligence in 15 carefully selected universities.

3. **OBJECTIVE:** Address the pressing need for bi-cultural employees by improving recruiting activities in the national ethnic communities.

**GOAL:** By 1990 have 15% of all officers hired in the Intelligence Community be bi-cultural.

4. **OBJECTIVE:** Increase recruitment attention of people in their post-college years who have achieved expertise in special skills.

**GOAL:** Establish by 1990 a viable recruitment apparatus in professional societies and other organizations to ensure that attractive candidates are aware of the potential available in an intelligence career.

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